

# Department of DHS-Comm. Serv. (402) Facts - FY06

[http://www.dhs.state.ia.us/dhs2005/dhs\\_homepage/index.html](http://www.dhs.state.ia.us/dhs2005/dhs_homepage/index.html)



## General Information

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## Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 2,555	# PT EEs: 8	# Temporary EEs: 2	Avg. Length of Service: 13.4
Span of Control: 10.45	% Performance Evaluations Completed: 94.03%	Total Unemployment Insurance Claims: N/A	
Age Groups:	# of Females: 2,192 % of WF: 85.79%	# of Minorities: 156 % of WF: 6.11%	# of Persons With Disabilities: 122 % of WF: 4.77%
<25 42			
25-34 537			
35-44 590	# of Males: 363 % of WF: 14.21%	# of Non-minorities: 2,399 % of WF: 93.89%	# of Persons With Non-Disabilities: 2,433 % of WF: 95.23%
45-54 789			
55-64 563			
65+ 34			
Average Age: 45.37			
Officials/Administrators EEO Category 1: 168	Professionals EEO Category 2: 1,170	Technicians EEO Category 3: 783	Protective Service EEO Category 4: 0
Paraprofessionals EEO Category 5: 0	Administrative Services EEO Category 6: 433	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 1
Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 257	Transfer In: N/A
Retirements: 22	All Terminations: 25	Voluntary Quits: 78	Transfer Out: N/A
# of Classes Used: 60	Most Populous Classes: Income Maintenance Worker 2 (685), Social Worker 2 (585), Social Worker 3 (228)		

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$273,135.75	Sick Leave Payouts: \$45,408.54	Annual Payroll: \$108,701,333.88	Avg. Base Salary: \$42,643.28	Overtime Days Worked: 5,158.7
Overtime Cost: \$1,316,160.80	Reassignment Pay: \$4,430.40	Recruitment Bonus Pay: \$0.00	Retention Pay: \$0.00	Exceptional Job Performance Pay: \$0.00
Workers' Comp Payouts: \$5,226.68	Vacation Pay - Earned Value: \$9,015,486.57	Vacation Days Earned: 53,045.0	Vacation Used Expense: \$8,301,277.20	Vacation Days Taken: 49,620.1
Workers' Comp Days Used: 70	Sick Leave Days Earned: 37,099.7	Reg. Sick Leave Used Expense: \$2,786,309.29	Reg. Sick Leave Days Used: 17,856.6	Converted Sick Leave To Vacation Used Expense: \$911,344.44
	Sick Leave -Earned Value: \$5,716,638.41	Converted Sick Leave To Vacation Days Used: 5,178.0	Avg. Sick Leave Days Per EE: 6.99	
Injury Leave Used Expense: \$1,117.37	Injury Leave Days Used: 8.4	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 101 Up (Vacant): 20 Down (Filled): 6 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions: \$688,313.60	<b>Grievances</b> Contract Grievances: 30 Disciplinary: 19 Language: 11 Non-Contract Grievances: 3 Disciplinary: 1 Language: 2 Arbitrations: 1
Funeral Leave Used Expense: \$113,724.06	Funeral Days Used: 732.8	Extraordinary Pay: \$1,500.80		
Jury Leave Used Expense: \$10,117.39	Jury Leave Days Used: 67.3	Special Duty Pay: \$0.00		

\* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

<b>Females:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	<b>Minorities:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	<b>PWD:</b> Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A
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Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

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